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NASA Procedural Requirements

COMPLIANCE IS MANDATORY

NPR 3430.1B

Effective Date: March 22,

2005

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2010

[Printable Format \(PDF\)](#)

Subject: NASA Employee Performance Communication System (EPCS)

Responsible Office: Office of Human Capital Management

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Appendix A--Performance Elements and Standards for Supervisory Employees

Element 1. Strategic Alignment

Standard: Demonstrates a commitment to the Agency's Vision, mission, and goals.

Element 2. Health and Safety

Standard: Demonstrates a commitment to the Agency's #1 core value--Safety is the first consideration before any other Agency or organizational goal or objective.

Element 3. Equal Opportunity/Diversity

Standard: Demonstrates a commitment to and support of equal opportunity and diversity by complying with the Agency's EO laws, regulations, policies, and procedures.

Element 4. Collaboration and Teamwork

Standard: Demonstrates a commitment to One-NASA by promoting collaboration and teamwork among the organization's employees and with other managers and teams across Centers and organizational boundaries.

Element 5. Communications

Standard: Demonstrates a commitment to creating and sustaining an environment conducive to open, honest, and effective communications.

Element 6: Work Objectives

Standard: Demonstrates a commitment and personal responsibility to strive for excellence and high-quality results that are aligned with and ultimately contribute to the achievement of the mission and goals of the Agency.

Element 7. Human Capital Management

Standard: Demonstrates a commitment to the strategic management of human capital by identifying current and future workforce competencies, including succession planning, needed to successfully execute the organization's goals and objectives.

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